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Massachusetts State Labor Council

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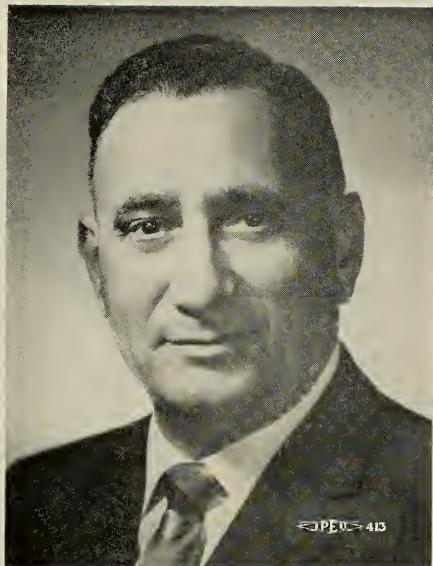
President

In assuming the duties of the presidency of the Massachusetts State Labor Council in October, Salvatore Camelio fully realized that "team work" on the part of organized labor throughout the State would be more essential in the coming year than ever before and that it would be his responsibility to unify all of Massachusetts AFL-CIO units for effective coordination of efforts in the legislative, political, and organizational areas in which the State Labor Council has been set up to operate.

While the Kennedy-Johnson Administration of the past four years has made tremendous strides toward major labor objectives, full achievement still lies in the future. Full employment, adequate medical care for the elderly, preparing the youth of America for the higher skills of tomorrow, fulfillment of guarantees for the rights of all minorities, including labor's right to union security, are nearer to achievement as a result of the November election—but labor will not achieve these goals without fighting its way through well-organized and concentrated opposition.

Organized labor must present a united front not only to push through the roadblocks in the path of its major objectives but to repulse all attacks against the bastions it has set up in the past.

President Camelio notes also that there are many major problems to be faced here at the state level. He points out, for instance, that the threat of a sales tax has never



loomed so near as it does at this time. The Massachusetts State Labor Council, as the official voice of organized labor at the state level, must speak without equivocation and without dissension. It must speak with logic, with strength, and with determination. Logic will develop out of deliberations among men aiming at a common objective; strength will be built on cooperation and full participation by all labor units in the state; and determination will follow naturally when the issues have been thoroughly dissected and understood.

Salvatore Camelio has already demonstrated his ability to inspire team work among the elected officials of the Council, the Department heads, the Standing Committees and the clerical staff. He has drafted a blueprint for unity in purpose and solidarity in action. His stewardship holds the promise of building up during 1965 a State Labor Council second to none in the nation.

Addressing a Convention of the Building and Construction Trades Council on October 31st, President Camelio said: "I want to build a strong State Labor Council — a Council that can be effective in pushing for legislation that is beneficial to all working men and women—a Council that is recognized and respected as the voice of organized labor in the State—and I need the help of all trade union organizations in the Commonwealth of Massachusetts."

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JAMES P. LOUGHLIN, *Secretary-Treasurer*

Starting his third full term in the office of Secretary-Treasurer of the Massachusetts State Labor Council, James P. Loughlin points out that to maintain stability in the financial structure of the Council, affiliated locals must continue to give him the cooperation they have given him in the past. He is determined, however, to persist in bringing in new affiliations to put the Council in a position to meet all emergencies.



JOHN A. CALLAHAN
Executive Vice President

Although constantly under pressure of heavy duties as Commissioner of Labor and Industries, John A. Callahan has fulfilled his obligations as Executive Vice President with amazing constancy. The recognition of his flawless performance by all members of the Council was reflected in the massive vote of confidence he received at the Convention in his bid for re-election. Based on per capita tally, he received more than 177,000 votes.



DANIEL F. MURRAY
Executive Vice President

A long time veteran in State Council affairs, Danny Murray brings to his new office as Executive Vice President years of experience in political and legislative functions of the Council. While serving on the former CIO Council and on the present AFL-CIO Council, he operated as Legislative Council in the District for the powerful United Steelworkers of America.

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PRESIDENT LYNDON B. JOHNSON

In accordance with established custom, a letter was addressed to the President inviting him to address our Seventh Annual Convention—but realizing the practically non-existent possibility of his acceptance we urged him, nevertheless, to favor us with a message that could be read to the delegates. We had always received telegrams or letters from the White House for such a purpose during past administrations.

President Johnson, however, established a precedent when he sent not only a letter of greetings but also a color 16 mm. film showing the President at his desk in the White House delivering a message addressed directly to the delegates assembled for the Seventh Annual Convention of the Massachusetts State Labor Council. The film was projected immediately following the entertainment after the Convention Banquet on Thursday, October 7.

While this strongly emphasizes the close relationship that exists between labor and Democratic Administrations, there are many other reasons for labor's preference. In a recent issue of U. S. News & World Report, which by no stretch of the imagination can be regarded as pro-Democrat or pro-labor, in an article on "Business Activity of the Week," the following two paragraphs appeared:

"In November, the business expansion that began in March, 1961, became 45 months old, exactly equaling the full life of the business expansion from October, 1949, to July, 1953, longest so far in the period since World War II.

"Should the present expansion last until February, it will then be four years old, its life would be equal to the full duration of the expansion from March, 1933, to May, 1937, the longest ever recorded for peace-time."

You need no magnifying glass to view these statistics in proper perspective. The March, 1933, to May, 1937, cycle occurred during the Democratic Administration of Franklin D. Roosevelt. The October, 1949, to July, 1953, started ten months after Democratic President Harry S. Truman was in the White House for his first full term and lasted until seven months after Republican President Dwight D. Eisenhower became the occupant of the White House. During the eight years of the Eisenhower Administration, the American economy went through three major recessions which each time left a higher percentage of unemployed workers. The present expansion started three months after the late Democratic President John F. Kennedy entered the White House and has continued under President Johnson's Administration to this day.



—with all signs pointing to indefinite continuation.

You shouldn't have to hit a working man over the head to make him realize that Democracy, with a capital D, is his best bet.

In the preface of his new book, "My Hope for America," President Johnson expresses a simple philosophy which every American can share:

"I want all the ages of man to yield him their promise. The child will find all knowledge open to him. The growing boy will shape his spirit in a house of God, and his ways in the house of his family. The young man will find reward for his work, and feel pride in the product of his skills. The man will find leisure an occasion for the closeness of family, and an opportunity for the enrichment of life. The citizen will enrich the nation — sharing its rule, walking its streets, adding his views to its counsel — secure always from the unjust and arbitrary power of his fellows. The least among us will find contentment, and the best among us can find greatness. All of us will respect the dignity of the one and admire the achievements of the other.

"At the end of the journey he will look back and say: I have done all a man could do — built all, shared all, experienced all. And man shall say to man: There, on this earth as in the eyes of God, walks my brother.

"This is my dream. It is not the grand vision of a powerful and feared nation. It concerns the simple wants of people. But this is what America is all about. All the rest — the power and wealth, the life of freedom and the hopes for peace, the treasured past and the uncertain future — will stand or fall on this."

GREETINGS

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Our Junior Senator

EDWARD M. KENNEDY

When Senator Edward "Ted" Kennedy was in his first campaign for election to the United States Senate, the campaign posters proclaimed that "He can do more for Massachusetts." The people elected him. During the two years he served to finish the six-year term interrupted by his late brother's election to the Presidency, he fulfilled not only a campaign slogan but a pledge. His work as a Junior Senator during those two years left no doubt in the collective mind of the electorate that not only had he fulfilled his pledge to the people but that he had displayed the same qualities for leadership that carried his late brother, John F. Kennedy, into the White House.

In appreciation of his performance and as proof of their confidence in him, the people of Massachusetts — despite the fact that confinement in a hospital prevented him from conducting his campaign — re-elected him by an unprecedented plurality of more than one and a quarter million votes.

During his first two years he initiated a practice of issuing periodical reports to the people of Massachusetts. The following are excerpts from the last report he mailed out before the unfortunate accident that sent him to the hospital:

ON CIVIL RIGHTS — "Because I felt this measure was of such great importance, I devoted my 'Maiden Speech' to it on the Senate floor. It is my intention to do all I can to keep the current Bill intact and to bring about its passage . . ."



NASA RESEARCH CENTER — "Congress has given final approval to Massachusetts as the site for the National Aeronautics and Space Administration's much needed electronics research center . . . Best estimates are that the Center will involve \$60 million in research facilities and equipment; thousands of new jobs; over 12 million man-hours of employment during the construction phase, and \$38 million a year in wages flowing into the local economy."

PROBLEM OF THE AGING — "A special Committee on Aging has been established in the Senate to give stronger attention to the needs of our elderly and to recommend ways to meet these needs. It was a great honor for me to be named Acting Chairman of this Committee's Subcommittee on Federal, State and Community Services for the Elderly."

COTTON — WHEAT — "On the heels of the tax bill came the cotton and wheat legislation. This is especially important to Massachusetts because this bill contained a special section for aid to the domestic textile industry in its competition with foreign import of cotton goods."

The Junior Senator from Massachusetts is not only an asset to organized labor in the Bay State — he is the key to continued improvements in federal labor laws and to continued economic and social progress in the Commonwealth.

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FOR THE PROTECTION OF THE WORKERS

by JOHN A. CALLAHAN
Commissioner, Department of Labor and Industries

To be allowed the privilege of addressing the Convention as your Commissioner of Labor and Industries is a most pleasant duty for me. I have been a delegate for the past twenty years and trust that I may be privileged to attend for many more years. I take this opportunity to express to you my personal greetings and to extend the felicitations of the employees of the Department of Labor and Industries.

For a period of time it has been the practice of the Commissioner of Labor and Industries to report on some of the functions of the Department. Therefore I take this opportunity to report on what I consider important changes that have resulted in considerable progress in the field of Labor and Industries in our state.

You will recall that in 1964 legislation was enacted prohibiting the use of the lie detector as a condition of employment in Massachusetts. This very meaningful legislation was necessary to protect workers and those seeking employment from abuses by those who were responsible for the use of this questionable device. Its abolishment was necessary because of the ambiguous law that made it impossible to enforce the statute.

With the cooperation of the Massachusetts State Labor Council and the support of the Massachusetts Building and Construction Trades, the Department of Labor and Industries was able to increase the work-force of the Division of Industrial Safety by the addition of six additional inspectors on building operations. This increase was long overdue — there having been no changes in the number of building inspectors for a period of twenty-five years. When one realizes that there has been an average of fifty fatal accidents and approximately six thousand injuries in the state annually — the necessity for additional protection becomes of paramount importance.

It is the intent of the Department to continue to devise ways and means for the continual protection of the workers of the Commonwealth. Section 26, 27 and 27B of Chapter 149 now provide that a contractor convicted of a second violation of the law is prohibited from contracting with the Commonwealth for the construction of any public building or public works for a period of three years. The imposition of said penalty has been a deterrent to those who

would attempt to circumvent the law with the result that complaints have been at a minimum.

This being a State of liberal and progressive legislation — Chapter 149, Section 27, has been amended to include supplementary unemployment benefit fund payments in addition to health and welfare and pension plans in the determination of minimum wage rates to be paid on public works and construction projects. This statute will be enforced by the Department.

In further protection of employees in the field of construction, the Department supported the passage of legislation for the outlawing of stilts in Massachusetts. We have not in the past, and have no intention in the future, of allowing the use of labor-saving devices which are detrimental to the safety of workmen.

Recently many labor periodicals contained statements attributable to Secretary of Labor Wirtz that fifty-four million dollars were collected in 1963 from employers who failed to meet their obligations to their employees in the field of minimum wage or time and one-half after forty hours. Though the figure may seem exorbitant, may I call to your attention that here in the Commonwealth of Massachusetts, the Division of Minimum Wage is instrumental in collecting approximately twenty thousand dollars monthly from employers who have failed to meet their obligations to their employees. This Department being an educational and enforcement agency, we are ever on the alert to reach those who are not in compliance with the law in our efforts to decrease the number of violators and educate all to the provisions of the statutes.

Recognition must and should be given to the Division of Apprentice Training for the promotional work which that Division is doing with a goal for the training of young men for employment in the future. The Division has given of its time and talent toward securing a growing number of apprentices without fragmentation of the respective trades.

The duties of the Associate Commissioners and the employees of the Board of Conciliation and Arbitration in assisting unions and labor in Massachusetts to bring about a fair and equitable settlement and to continue to help Massachusetts maintain its position of



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(Continued)

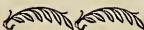
lowest number of hours lost due to industrial disputes are indicative of the functions of this Department and the dedication of its employees.

Recent legislation providing for regulating agencies procuring the employment of United States residents as domestic and household workers in the Commonwealth of persons not residents therein was enacted by the Legislature, effective October 1, 1964. Actions that brought about the necessity of such legislation will not be tolerated in this State and the provisions of this statute will be enforced to the maximum degree.

As we approach the coming elections, both State and National, labor must be ever aware

of the growing cancer of right-to-work legislation. It is only when labor is alert to the danger that the enemies of whom I speak will think seriously before attacking the progress of labor — and I assure you that labor, ingrained as it is in my philosophy, makes it mandatory that I serve notice on those who would impose their will upon us that as the Commissioner of Labor and Industries I will lead the fight to hamper and hinder their every move. My personal belief in the value of labor organizations and their many contributions to the improvement of working conditions and of better employment in this State and country would not permit me to do otherwise.

In closing may I express to you my sincere appreciation for the continuing assistance given to me by the members of organized labor. I shall continue to perform to the best of my ability those duties incumbent upon me as Commissioner of Labor and Industries.

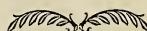


A large, stylized graphic for "HUNGRY PILGRIM" is the central focus. The word "HUNGRY" is stacked above "PILGRIM", both in a serif font. Below "PILGRIM" is a horizontal bar with a stylized "P" shape cut out of it. The entire graphic is set against a light background. Below this, the "STATLER HILTON" logo is displayed in a bold, serif font. To the left of the main text, there is a small, stylized drawing of a pilgrim's hat and staff. To the right, descriptive text reads: "The Hungry Pilgrim recreates the quaint genial atmosphere of old New England. Open daily including Sundays from 7 A.M. to midnight. Complete dinners from \$3.00. For club luncheons or an evening out — call HA 6-2000." The entire advertisement is enclosed in a rectangular border.

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1964 WINNING ESSAY

The following is the essay that won first place in the Sixth Annual State AFL-CIO Scholarship Award Contest for Patricia Petow of Cambridge High and Latin School.

The Coming Crises—Youth Without Work

by PATRICIA PETOW



The problem of youth unemployment is directly related to the problem of unemployment of the men and women who must support themselves and their families. If we want to lessen or eradicate this problem of not finding a job for which you possess training or ability or if you must change jobs in later life, then our first step must be accomodating the unemployed and sometimes unemployable youth.

There are jobs available; but not nearly so many unskilled or semi-skilled ones which are desired. So if we can raise the qualifications of the youth of the nation, if we can instill in them a high regard for the value of education and training they will not only be able to find a first job but also may be encouraged to advance in that job or in a better one.

I believe that all levels of government must expand their educational programs to enable any qualified student to complete an undergraduate college course: the local government must support its schools with adequate funds for the payment of the best teachers, for the use of modern aids such as films and laboratories; the state government must expand its teachers' colleges and retain a high standard in that field and include within the teachers' colleges a broader liberal arts offering; the state government must also expand its universities for (sometimes) its universities' enrollment increases without a corresponding augmentation of its services; and last, the federal government must re-acknowledge its concern for education which was first declared by the Morrill Land-Grant Act, the national government must allocate many more dollars both to the states for distribution and directly to public schools of higher education and private institutes. Although the difficulty of continuing their education affects a limited portion of all the young people in this decade, those

who are unable to satisfy their demands will unhappily join the ranks of those who are looking for jobs. College aid may seem like a neat problem today: we could expand the National Defense Loan Fund so that it would be available to an unlimited number of applicants. But these students would also need a place to study. Government support will have to cover a broader area than it does now. The recent publicity given to the University of Paris where conditions have not been improved because of deliberate lack of foresight is a frightful illustration to Americans.

The larger segment of the youth working force, not interested in education and possessing no training, will, unless action is taken to prevent them, be out looking for jobs. Many will get jobs, perhaps with less than full-time hours, for a while; they will be suddenly disappointed when they seek secure full-time employment. They will be discouraged with their wages. To prevent this waste and dissatisfaction which will hinder the economic well-being of the nation as a whole and those adults with secure well-paying jobs, we must attempt to channel these youths into a more extensive educational undertaking. If we can speed up the transition from high school to college (without lowering academic standards) and offer reasonable vocational training, we shall have valid grounds for lengthening the minimum stay-in-school requirements; therefore, we can convince the student that he may gain valuable training in a school sympathetic towards his needs or we can convince the student that higher education is within his reach reasonably soon and we shall be able to persuade the student of today to postpone his entry in the labor force.

This is a solution to the challenge; but responsibility for today's unemployment must be met. Manpower retraining, especially for young people, must be made to work.

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MASS. STATE LABOR COUNCIL—AFL-CIO

Sixth Annual Scholarship Award Program

Massachusetts State Labor Council, AFL-CIO

This examination was given on April 2, 1954 in 212 schools, with 1899 students completing the examination.

The following lists the first six winners in order and the awards they have received:

First Winner

PATRICIA A. PETOW — *Cambridge High and Latin*

Massachusetts State Labor Council, AFL-CIO	500
Typographical Union No. 13, Boston, J. Arthur Moriarty Award....	50
Typographical Union No. 13, Boston, Clarence H. Demar Award....	25
South Middlesex Central Labor Council	100

Second Winner

JOAN THOMPSON — *Weymouth High School*

Massachusetts State Labor Council, AFL-CIO	500
Typographical Union No. 13, Boston, J. Arthur Moriarty Award....	50
Typographical Union No. 13, Boston, Clarence H. Demar Award....	25
Norfolk Central Labor Council	200

Third Winner

CHARLES E. CHAPMAN — *Chelsea Senior High School*

Utility Workers Union of America, Local 387, Boston	200
Hoisting and Portable Engineers, Local 4, Boston	100

Fourth Winner

ANITA R. HUCKSAM — *Braintree High School*

William T. Fitzgerald Award	100
Massachusetts State Association of Journeymen Barbers, Hair-dressers, Cosmetologists and Proprietors, International Union of America	100
	100

Fifth Winner

SANDRA M. SOBEK — *Lynn Classical High School*

American Federation of Teachers No. 1037, Lynn Classical Winner	150
Greater Lynn Central Labor Council	200

Sixth Winner

PAULA ELLEN HYMAN — *Girls' Latin School*

American Federation of Teachers Local 66, Boston	100
Greater Boston Mass. Labor Council	100

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Sixth Annual Scholarship Award Program

Massachusetts State Labor Council, AFL-CIO

AREA AWARDS

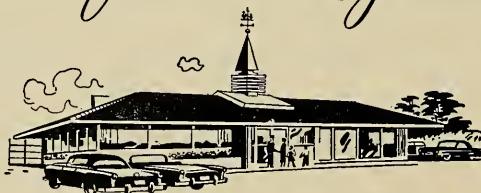
Diana C. Phillips — Somerville High School — RETAIL CLERKS No. 711, BOSTON	200
Donna Scripture — Stoughton High School, BROCKTON CENTRAL LABOR COUNCIL	250
Hollis Graves — Gloucester High School, GLOUCESTER CENTRAL LABOR COUNCIL	200
Janice M. Cogger — St. Mary's High School, LAWRENCE, HAVER- HILL — LAWRENCE CENTRAL LABOR COUNCIL	100
Mary T. Mackley — Holyoke Catholic High School, HOLYOKE CEN- TRAL LABOR COUNCIL	100
Deborah L. Silverman — Lawrence High School, AMERICAN FEDER- ATION OF TEACHERS LOCAL 1019, LAWRENCE	100
James I. Ryan — Keith Academy, LOWELL CENTRAL LABOR COUNCIL	100
Mary Ellen Crowley — Holy Family High School, NEW BEDFORD CENTRAL LABOR COUNCIL	250
Katherine Cara — Lynn English High School, AMERICAN FEDER- ATION OF TEACHERS LOCAL 1037, LYNN ENGLISH WINNER	150
Roberta Reeves — Leominster High School, NORTH WORCESTER CENTRAL LABOR COUNCIL	300
Michael Francis Shepard — St. Michael's High School, NORTH- AMPTON CENTRAL LABOR COUNCIL, 1st AWARD	100
James Gondek — Northampton High School, NORTHAMPTON CENTRAL LABOR COUNCIL, 2nd AWARD	100
Thomas Eastman — Salem High School, AMERICAN FEDERATION OF TEACHERS LOCAL 1258, SALEM	200
William M. Curran — Springfield Technical High School, BRIT- TON - GATELY AWARDS, SPRINGFIELD CLU	250
AMERICAN FEDERATION OF TEACHERS No. 484, SPGFLD. AGNES C. REAVEY AWARD	100
Richard Kane — St. Mary's High School, Westfield, WESTFIELD CENTRAL LABOR COUNCIL	100
Judith Williams — Sacred Heart Academy, WORCESTER MASS. CENTRAL LABOR COUNCIL, 1st AWARD	100
Ella Friars — Shrewsbury Jr. Sr. High School, WORCESTER MASS. CENTRAL LABOR COUNCIL, 2nd AWARD	100

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SOME LABOR LAW DEVELOPMENTS DURING THE PAST YEAR

by ROBERT M. SEGAL

Counsel for Mass State Labor Council, AFL-CIO

(Condensed from Article Published by Boston Bar Journal)

The past year again witnessed several important labor law developments particularly on a federal level. As has been true over the past several years, the events in the federal area in the U. S. Supreme Court and on the legislative front were far more important than development in the state court or state legislature.

The past year was not marked with any major legislative changes on the state level. Of the more than 3000 bills introduced into the Legislature, only 89 were referred to the Committee on Labor and Industries. Of the 739 acts and 118 resolves approved by the Governor, 12 specialized measures and two resolves were enacted in the labor field ranging from changes in the unemployment and workmen's compensation laws to miscellaneous matters.

In the unemployment compensation area, two measures were enacted. The first provides that a person is eligible for benefits if he is not recalled to work within one week following the termination of a labor dispute. The second provides that non-profit institutions may on a voluntary basis elect to cover their employees under the Employment Security Law.

In the workmen's compensation field, several bills were passed. Benefits to widows and children of an employee killed in the course of his employment were raised from thirty-five to forty dollars per week plus six dollars for each dependent child, with a maximum of \$16,000 or 400 weeks. Based on the Governor's address, a resolve was approved for an investigation and study by a special commission relative to matters affecting workmen's compensation.

The public construction statute was amended in two respects. Supplementary unemployment benefit plans were included in prevailing wages on public construction while the competitive bidding law was changed to include masonry work. The use of "stilts" in all construction was outlawed, and the State Health and Welfare Law was amended to increase the penalties for failure to pay required contributions.

The State Minimum Wage Law was amended setting up a \$1.30 per hour minimum rate effective September 5, 1965 and \$1.35 per hour effective September 5, 1966, except for any manufacturing industry in Massa-

chusetts unless the federal Fair Labor Standards Act of 1938 is increased.

Among the miscellaneous labor measures enacted were the following: (1) when a legal holiday falls on a Saturday, state employees may have the preceding day off without loss of pay; (2) an act requiring all advertisements relating to ocean cruises and all tickets for such cruises to indicate the flag of registry of the vessels to be used on such cruises; (3) a resolve providing for the investigation and study by a special commission of the status of women in employment; (4) a clarification of the issuance of permits for performance of work on Sunday; and (5) an act authorizing state employees to join labor unions and allowing state departments to enter collective bargaining agreements.

The State Labor Relations Law was amended to include registered nurses and licensed practical nurses at private, public and government health care facilities under special circumstances. The Law creates a duty on the health care facility to bargain with the bargaining representative of these groups in the appropriate bargaining unit and permits the MLRC to conduct representation petitions and investigate unfair practices for nurses. The Law makes strikes and lockouts illegal in this field and provides for compulsory arbitration of grievances, disputes and even the terms of a new or renewed contract for all hospital care facilities except government units. This represents the first legislative enactment in Massachusetts since the Slichter Law of 1947 restricting the right to strike of any group and also represents a departure from traditional labor policy of the State Labor Relations Law, which had no provisions for compulsory arbitration or the complete elimination of the right to strike.

FEDERAL LEGISLATION

Two major areas of federal legislation were enacted in 1964. The Davis-Bacon Act of 1941 was amended effective September 30, 1964 to include such fringe benefits as insurance, pensions and vacations in determining prevailing wages (but not in overtime rates) to be paid laborers and mechanics working under federal government contracts which involve construction, repair or alteration of

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Labor Law Developments

(Continued)

public works. The Equal Pay Act of 1963 became effective on July 11, 1964, and is an amendment to the Fair Labor Standards Act. It prohibits employer wage discrimination within an establishment on the basis of sex, on jobs whose performance requires equal skill, effort, and responsibility. The Wage-Hour Administrator has issued an Interpretative Bulletin giving the Department's interpretation of the application of the equal pay provisions.

The Equal Employment Opportunity Law or Title VII of the Civil Rights Act of 1964 prohibits employers, labor organizations and employment agencies from discriminating in industries affecting commerce against a person in matters relating to his employment because of the person's race, color, religion, sex, or nationality. This law becomes effective July 2, 1965 for all employers with 100 or more employees; on July 2, 1966 to employers with 75 employees and by July 2, 1968 to employers with 25 employees. The same figures apply to labor unions. Employment agencies covered include union hiring halls as well as government and private agencies. Title VII makes it unlawful to refuse to hire or fire a person for discriminatory reasons, to discriminate in apprentice or other training programs, in wages, or other terms, conditions, or privileges of employment or to publish discriminatory advertisements. A labor union cannot exclude or expel an individual from membership for discriminatory reasons, cannot limit, segregate or classify its members in a discriminatory manner, cause an employer to discriminate, or print any discriminatory advertisements, or to discriminate against a person who has opposed discrimination practices, or has testified or participated in a proceeding under Title VII of the Law.

There are, however, certain exceptions for discriminatory practices (but never based on race or color). If there is no intent to discriminate, it is not unlawful for an employer to have different wages or working conditions at different locations or based on seniority or merit or professionally developed ability tests, or sex differentiation authorized by Section 6 (d) of the Fair Labor Standards Act, or for national security reasons required by federal law or Presidential Executive Order. There is no requirement in the Law to grant preferential treatment because of an imbalance which exists regarding race, color, religion, sex, or nationality in the membership or employment group or training program.

Any individual aggrieved by a violation of the statute may file charges with the Equal

Employment Opportunity Commission which will privately investigate the charges. (The Commission itself may initiate the investigation.) If the state in which the discrimination occurred has an effective statute (such as Massachusetts) prohibiting the discrimination, the aggrieved individual must wait 60 days after initiating state proceedings before resorting to the Commission. The charges must be filed within 90 days after the violation, or, where there is an applicable state law, within either 210 days after the violation or 30 days after receipt of the notice of determination of state proceedings. If the Commission is unable to obtain voluntary compliance with the Act, the aggrieved party may institute civil proceedings within 30 days. Jurisdiction is granted to the federal district courts, and the Court may appoint an attorney for the aggrieved party and/or allow the Attorney General to intervene in cases of general public importance. Venue is to be determined either by the district where the violation occurred, the district where relevant employment records are kept, the district where the aggrieved party would have worked but for the violation, or if the defendant is not found in any such district, and in all cases, in the district of the defendant's principal place of business. The Court is authorized to enjoin violations and to order affirmative action including reinstatement or hiring of employees, and the allowance of back pay to be paid by the offending party but reduced by any salary obtainable by reasonable diligence. Additionally upon a reasonable determination that any person is actively resisting this Act for the purpose of denying the rights granted by the Act, the Attorney General may seek an injunction either before a single judge in the district court or before a three judge court.

The provisions of state law, to the extent that they are consistent with this Act are to remain in effect. It remains to be seen whether the local exceptions to the Massachusetts employment discrimination statute for certain fraternal and charitable corporation (Mass. General Laws Chapter 151B § 1) have been pre-empted by the scope of the federal statute. Furthermore the Commission is authorized to make temporary agreements with the state authorities exempting any persons from coverage under the Act.

Persons subject to the Act are required to maintain such records as the Commission may reasonably require, if the same are not required by applicable state law. The power of subpoena is granted the Commission in conducting investigations of charges, but a petition may be made to the federal district court to modify or quash any such subpoena for good cause.

Summaries of this Act are to be conspicuously posted by those covered in the Act. Finally good faith reliance on any opinion of the Commission, whether rescinded

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Labor Law Developments

(Continued)

or not, is a full defense to any violation of the Act.

Several varied and serious problems of interpretation are left for judicial determination. There is a problem of the extent to which principles of res judicata will bar a federal court proceeding where a state court has factually determined that no discrimination has taken place. There is the constitutional problem of the extent to which the state authorities may use documents obtained by the Commission's subpoena power, where the state law may be penal in nature. The relatively short statute of limitations as it stands is subject to possible evasion by a claim of a "continuous discrimination." It is not sufficiently clear that the grant of jurisdiction to the federal district precludes the state court from asserting jurisdiction. Finally the venue provisions are subject to the criticism that they inconvenience the individual who may have been discriminated against locally but who has to institute his

suit in another district if the respondent is not found locally.

CONCLUSIONS:

The field of labor relations continues to be a dynamic and fluid one with primary emphasis on the federal level with recent changes in federal laws as well as 20 decisions by the U. S. Supreme Court in the labor area. Furthermore in the next term of the Court, there may be such landmark labor decisions as subcontracting, plant shutdowns and lock-outs. On a state level, industry's attempts to amend the three judge anti-injunction law and labor's proposals for unemployment compensation benefits to persons out of work due to a labor dispute which were defeated last year, will be presented to the next Legislature along with specialized bills in the public health and safety and minimum wage areas. The First Circuit Court of Appeals will again have a large number of labor cases whereas the state courts will be primarily concerned with unemployment and workmen's compensation cases. In brief, next year will again be an important one in the field of labor relations.



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HIGHLIGHTS OF THE YEAR

Five weeks after the close of the 1963 Convention of the Massachusetts State Labor Council the entire world was shocked by the news of the assassination of President John F. Kennedy in Dallas, Texas. While the entire nation was stunned by the tragedy, the impact was stupefying on every member of organized labor in Massachusetts. They had been the first to urge him to make a bid for the Presidency of the United States. They had been with him all the way from his first bid for a seat in Congress to his successful bid for the highest office in the land.

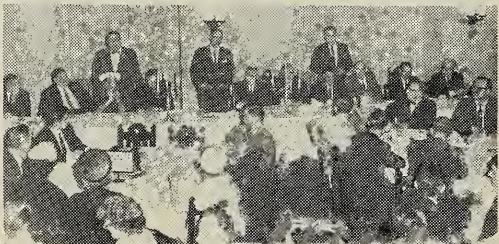
Although the tragic event of his death will be remembered by this and future generations, it is the eventuality of his living that has been more profoundly felt during the past year and that has cast a pattern for the shape of things to come.

Great strides have been taken toward the goals he had unveiled for America and the world. One of the major steps taken was the passage by Congress of the tax cut which injected more purchasing power into the national economy to the tune of an estimated \$11.5 billion. This alone has meant two million more jobs than there would otherwise have been.

Other steps also contributed to the creation of more jobs. Hundreds of thousands of jobs are attributable to accelerated programs under the Area Redevelopment Act. The provisions of the 1961 Fair Labor Standards Act which went into effect on September 3rd of this year, bringing nearly one million more workers under its coverage and increasing their minimum wage to \$1.15 an hour, has certainly had some effect on purchasing power and consequently helped to create more jobs.

So while automation continued to wipe out jobs at an alarming rate, and despite an unprecedented increase in the labor force, the number of people employed soared to 72 million, the highest on record, and the unemployment rate in July dropped to 4.9 percent, the lowest since 1956. A dangerous trend appeared to have been reversed.

The launching of "war on poverty" holds promise not only of enabling us to maintain this balance but also to set a pace which will eventually have contributed much to the achievement of full employment. This does not mean that organized labor will relent in its drive for the shorter work week, for longer vacations and earlier retirement, objectives which must be reached in the near future if we are to attain full implementation of the Kennedy Administration plan.



HEAD TABLE AT GRADUATION of fifty-nine union counselors held in the Mason Memorial Building on April 28. Included were Valentine Murphy, President of the Greater Boston Labor Council; Joseph P. Healy, 1965 Chairman of the C & I Department of United Fund; Helen T. O'Donnell, Mass. AFL-CIO Vice President; Rev. Robert J. McEwan, S. J., Boston College Department of Economics; Herbert I. Kenney, Assistant Campaign Director of United Fund; James P. Loughlin, Secretary-Treasurer of the State Labor Council; Salvatore Camello, President of AFL-CIO South Middlesex Labor Council; Lawrence Sullivan, Secretary-Treasurer of Greater Boston Central Labor Council; and Frank Murphy, Assistant AFL-CIO New England Regional Director. Standing on each side of speaker are Berry Aronson and Joseph D. McLaughlin, AFL-CIO Labor Representative on United Fund.



SIGNING OF A NEW LABOR PACT between the ILGWU, the Babson Apparel Guild and the New England Sportswear Association for some 9,000 workers in the Greater Boston area. With officials of management in the front row are Judge J. Fox, Arbitrator (left), and Philip Kramer, Boston Regional Manager and ILGWU Vice President (center). Standing with union negotiating committee are Counsel Robert M. Segal (third, left); Milton Kaplan, Assistant Boston ILGWU Manager (third, right); and Sam Goldberg, President of Boston Joint Board (second right). The new pact provided for substantial wage increases over the next three years, increased retirement and fringe benefits; protection for union contractors and improved legal language.



SECRETARY-TREASURER JAMES P. LOUGHLIN of the Massachusetts State Labor Council (center), is shown here presenting a Paul Revere Bowl to Senator Hubert Humphrey, honored guest and principal speaker at Samuel Gompers-Philip Murray Memorial Dinner, held at the Statler-Hilton on May 23rd.

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Highlights (Cont.)

One of organized labor's major objectives was realized with the passage of the historic Civil Rights bill by the Senate and the House. The Massachusetts State Labor Council in every convention had adopted resolutions dealing directly with civil rights nationally and at the state level. Letters and telegrams had been sent to the two Senators from Massachusetts urging them to vote for cloture and to follow through with votes favoring civil rights legislation.

This major legislative victory has established a guarantee of justice for a long oppressed minority. There will be violations of this law as well as of any other law. A cure for prejudice will have to be found before discrimination can be wiped out entirely. Organized labor will continue to strive for the kind of understanding among all groups which is the necessary ingredient to weed out racial injustice and racial violence.

Perhaps one of the most important steps taken at the federal level in the direction of uniting all forces in the struggle for economic stability was the creation of the Automation Study of 1964. Three leading labor officials have been named to serve on the Study Commission with prominent economists and industrialists. They are Walter Reuther of the UAW, James B. Carey of IUE, and Al Hayes of IAM. As automation has a direct impact on employment opportunities, the high rate of unemployment, job security, purchasing power, public welfare and every other area involving working families, the working formula arrived at by this Commission will have to be given top priority. It is interesting to note that the National Council of Churches in its Labor Day message this year embodied words highly pertinent to this vital question. "What seem to be scare words to many not directly concerned—" the message stated, "such as 'featherbedding,' double pay for overtime, shorter work week—ought also to be viewed from the perspective of the bitter fear that one's skill, and hence one's means of livelihood, may soon become obsolete." It then urged a redoubling of efforts "to secure social changes that will enable us to make the most humane use of our technological powers."

Other major legislation relating to the basic aims of organized labor was enacted by Congress this year without fanfare. The Hospital and Medical Facilities Amendments of 1964 calls for the modernization and replacement of antiquated hospitals in many of the metro-



AT RECEPTION AFTER GRADUATION of the Thirty-Fifth Session of the Harvard Trade Union Program in May. Left to right are Commissioner of Labor and Industries and Executive Vice President of the Massachusetts State Labor Council, John A. Callahan; Kenneth J. Kelley, Labor Director on the Agency for International Development, speaker at the Graduation; Helen T. O'Donnell, Vice President on the Mass. State Labor Council and Business Agent of Local 711 of the Retail Clerks; Joseph P. O'Donnell, Executive Director of the Harvard Trade Union Program; and James P. Laughlin, Secretary-Treasurer of the State Labor Council. In the insert is Matthew Ryan of Local 589 of the Carmen's Union, who attended the Thirty-Fifth Session as recipient of the Robert Watt Fellowship.



ATTENDING THE GRADUATION of the Harvard Trade Union Program, Earl Riley, IUE District 2 President, met again with Seiga Kojima, from the International Metal Federation of Tokyo and a graduate of the thirty-fifth session of the Harvard Trade Union Program, who had been his interpreter more than a year before when Riley was in Japan as a Specialist.



WHEN SENATOR HUBERT H. HUMPHREY of Minnesota was in Boston on May 23rd to speak at the Samuel Gompers-Philip Murray Memorial Dinner sponsored by the COPE. He is shown here, on that occasion, chatting intimately with Helen T. O'Donnell, a Vice President of the State Labor Council and President of Local 711 of the Retail Clerks.

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Highlights (Cont.) .

politan areas where there is a heavy concentration of people. The Nurse Training Act of 1964 provides for the construction of nursing schools and for improvements in nursing training. The Clean Air Act which was signed into law at the close of 1963 provides funds to study control of exhaust and industrial fumes for the protection of the 100 million city dwellers exposed to the danger of air pollution.

This was a presidential election year and there had not been since 1932 an election more crucial for the American people. One of the most unpleasant spectacles to be witnessed by the American people in recent history was the capture of the Republican Party in San Francisco by fanatics of the far right. While the pollsters nationally assured the people that what had happened in San Francisco could not possibly happen at the polls in November, organized labor did not let down its guard. The officers of the State Labor Council in their report to the Convention stated:

"This is a time for sanity. This is a time for common sense. This is a time for every decent American to rededicate himself to the long struggle to make true democracy work for all and to the no longer deferrable ideal that peace must be secured in our time. We of organized labor must not turn away from our obligations. We must continue to play a leading role..."

"We must play an even more serious role in the forthcoming election than it is possible to stress in so many words. It is up to labor more than to any other group in the country to work with unrelenting determination that the forces of reaction will not take over in November. The working men and women of America have too much at stake to drift even for one moment into complacency."

The response of Massachusetts labor was gratifying. The 2,720,380 new names placed on the voting lists broke the all-time record in registration campaigns. When the votes were counted, 83.3 percent of the candidates endorsed by the Massachusetts State Labor Council had been elected — the highest percentage in Massachusetts labor history. Over two and a quarter million pieces of literature and voting records—national and state—had been distributed during the campaign.

The seven endorsed Democratic Congressmen had been reelected. In the Massachusetts General Court, better than two-third



ON GRADUATION NIGHT at Boston Latin, Francis Allegra, 17, of East Boston, who ranked sixth in his class, received one of the twelve \$4,000 scholarship awards given each year by the International Machinist Association. He is the son of Stephen Allegra, a member of Lodge 634 employed at the Boston Naval Shipyard. In the picture are (left to right) Mrs. Allegra; Francis; Head Master John J. Doyle; Thomas Fitzgerald, IAM Special Representative; and the boy's father, Stephen Allegra.



AT THE SIXTH ANNUAL Scholarship Award Dinner sponsored by District One of the United Steelworkers, the gathering was honored to have present for the first time since the scholarships were initiated the presence of their International President, David J. McDonald, and his wife. Shown in the picture with him are (left to right) Roy H. Stevens, Jr., District One Director; Jeannine C. Oppewal of Uxbridge, one of the recipients of a \$2,000 Scholarship; Edward Rouken, President of Local 3654, out of whose jurisdiction came two of the winners; Cheryl A. Bogie of Whitinsville, another winner; President McDonald; and Charles W. Long, Jr. of Norwell, a third winner.



THE LONGEST STRIDE TAKEN toward the solution of Massachusetts' long-standing mass transportation problem was taken by the Democratic administration on Beacon Hill when the Massachusetts Bay Transportation Authority was set up by an act of the Legislature. Philip Kramer, ILGWU Joint Board Manager, was appointed as labor representative of the five-man authority. He is shown here, on the left, being sworn in by Governor Endicott Peabody in the Senate Chambers.

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Highlights (Cont.) . .

majorities had been achieved for Democrats in both branches for the first time in Massachusetts history. President Johnson and Senator Kennedy both carried the State by more than a million plurality. Important labor-backed referenda were accepted by the electorate.

* * * *

The highlight of COPE activities in this election year was the Samuel Gompers-Philip Murray Memorial Dinner on May 23rd, at which Senator Hubert H. Humphrey of Minnesota, who is now the Vice President of the United States, was the featured speaker. The goal of the Kennedy-Johnson Administration, he said, was to give a better deal to all Americans — "better education for our youth, better medical care for our elderly, better living conditions in our cities and on our farms, better housing, better opportunities for labor and business" — and he added that labor's help and support would be needed to do the job necessary to reach these goals.

* * * *

The various district council conferences were held as scheduled to provide a wider dissemination of legislative, political and educational information among the members of affiliated local unions.

* * * *

A bill establishing a labor extension program at the University of Massachusetts was passed by the Legislature. The program had been formulated by a committee of educators working closely with the Department of Education and Research of the Massachusetts State Labor Council.

* * * *

Ten major legislative proposals which were filed or supported by the Massachusetts State Labor Council were enacted. While successful in getting a substantial number of our bills enacted, the Legislative Department of the Massachusetts State Labor Council had to remain on the alert to fight off insidious attempts to weaken or completely nullify laws already on the statutes which protect working men and women. Some of the most obvious includes proposals to reduce benefits for injured or unemployed workers, to deprive workers engaged in labor disputes of certain basic rights, to cancel existing protections



LABOR DAY CELEBRATIONS sponsored by the Greater Boston Labor Council have grown in size and in importance over the past several years. The 1964 Labor Day parade and breakfast topped them all. The picture shows Governor Endicott Peabody addressing the Breakfast group. Showing at the head table in the picture are (left to right) State Senate President Maurice Donohue; Lawrence Sullivan, Secretary-Treasurer of the Council; Cornelius J. Haggerty, President of the AFL-CIO Building Trades Council; J. William Belanger, former president of the Mass. AFL-CIO; Mr. Coffey representing Mayor Collins of Boston; Matthew Ryan, Vice President of the Council; and Valentine Murphy, President of the Council. Other head table guests not in the picture included James P. Loughlin, Secretary-Treasurer of the State Labor Council; John A. Callahan, Commissioner of Labor and Industries and Executive Vice President of the State Labor Council, and Franklin Murphy, Assistant N.E. AFL-CIO Regional Director.



HIGHLIGHT of the Seventh Annual Convention was the appearance of Joan Kennedy, who dropped in to say "hello" for her husband, Senator Edward M. Kennedy, who was unanimously endorsed for re-election by the Massachusetts State Labor Council. She reported on the condition of the Senator, whom she had just visited at the hospital, and she assured the delegates that the ovation they gave her on his behalf would be the best medicine she could bring back to him to speed his recovery. She is shown here accepting a bouquet presented to her on behalf of the Council by Mary Sciacca, delegate from Local 186 of the Hotel and Restaurant Employees. Standing around to complete the picture are John C. Hurley, Business Manager of the Bartenders and Dining Room Employees, Local 34; Robert M. Segal, Counsel for the Council; Earl J. Riley, President of IUE District 2; J. William Belanger, Chairman of the Convention; and James P. Loughlin, Secretary-Treasurer of the State Labor Council.

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Highlights (Cont.) . . .

against abuse of lie detector tests, and to deprive employees of the choice they now have in the selection of methods used in the establishment of welfare benefit plans for medical, hospital, retirement and supplementary unemployment benefits.

* * * *

Our Annual Scholarship Program, conducted by the Department of Education and Research, continued to expand. Over \$500 in additional award were contributed by local organizations. A total of 1,899 students from 212 high schools throughout Massachusetts participated in the program.

* * * *

The Sixth Annual Labor Institute conducted by the Department of Education and Research in June at the University of Massachusetts took up "Issues in the 1964 Election." Prominent speakers discussed such issues as civil rights, taxation, extremism of the right and left, public education and labor laws.

* * * *

A study initiated last year to survey the possibilities of establishing a group medical plan conducted by Massachusetts unions in conjunction with leading hospitals and clinics culminated in a comprehensive report outlining such a plan. The Committee on Social Security continues to work on the plan.

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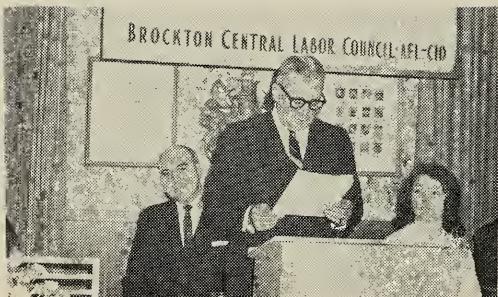
A conference to promote comprehensive community mental health centers to provide home treatment for mental patients who need no more than psychiatric care was held in June. The conference was sponsored by the Council and its Committees on Community Services and Social Security in cooperation with the Retail Clerks International Association and Region 9-A of the United Auto Workers.

* * * *

Among important events in which officers of the State Labor Council participated during the year were the President's Conference on Occupational Safety, the National AFL-CIO Conference on Community Services, the Governor's Conference on Poverty, the Governor's Traffic Safety Program, the Massachusetts Civil Defense Emergency Planning Task Group Meeting, Area Redevelopment Committee meetings, the Dinner of the Committee to Retain a Democratic Senate, the United Fund Campaign, and the Greater Boston Labor Council's Labor Day celebration.

* * * *

In the Harvard Trade Union Fellowship Program the Robert J. Watt Fellowship went to Bernard Murphy, President of Local



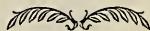
ONE OF SEVENTEEN AREA WINNERS of awards in the Scholarship Contest conducted by the Massachusetts State Labor Council was Donna Scripture of Stoughton High School. She won the \$250 Award given by the Brockton Central Labor Council in the contest. She is shown here at a dinner given by the Brockton Council for the purpose of congratulating her and her school on her successful try. State Labor Council Secretary-Treasurer James P. Loughlin addressing the guests. Behind Loughlin is Director of Education and Research Francis E. Lavigne, who conducts the contest for the State Council and who is also president of the Brockton Council.



AT AN EVENING PROGRAM entitled "Voices of Other Nations" sponsored by the First Baptist Church of Framingham on October 25th, seven foreign students from the Harvard University Trade Union Program participated in an open and frank discussion and were asked to speak on the subject of their respective lands. At the dinner, each student was placed at a table and was introduced by the host and hostess at that table. After the dinner, the group went into the sanctuary where Reverend Roy Nelson of Park Street Baptist introduced Rev. Elliott Castillo as master of ceremonies to present the students to speak. The program which had been arranged by Philip W. Morse, President and Business Agent of Local 52 of the United Rubber Workers, ended with a musicalie which included a duet by Konrad Reichard and Jack Tomas, accompanied by Mrs. Castillo, and a solo by the Reverend Castillo. It was noted that programs such as this are intended to make for better understanding between the Church and the unions as well as between our nation and all other nations.

The students who participated are shown in the above picture, taken in the lobby of Baker Library at Harvard's School of Business Administration. They are (left to right) Abel T. Musonda of Zambia, National President of the Mineworkers Union; M. Palaniandy of South India, President, Dalniya Cement Workers of the National Workers Union; Kimon Poutous of Athens, Greece, President of the Flight Stewards Union and General Secretary of the Civil Aviation Union Federation; Mr. Philip W. Morse; Timothy Kankasa of Zambia, President of the National Union of Local Authorities Workers; Jokhai Ram Tripathi of India, Vice President of Karmchari Union at Kampur Chamera Mills; Seah Miu Kok of Singapore, General Secretary of the Workers of the Petroleum Industry; and V. S. Tharumaratnam of Malaysia, Hon. Secretary of the Johore Branch of the National Union of Teachers.

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Highlights (Cont.) . . .

600 of the Street Carmen, the State Council's Memorial Fellowship went to Charles W. McCracken, Secretary of Local 141 of the Brewery Workers, and the Harvard Trade Union Alumni Fellowship went to Malcolm V. MacKinnon, Vice President of Local 13 of the Typographical Union of Boston.

* * * *

On October 2nd the Industrial Union of Marine and Shipbuilding Workers won the right to bargain for the employees of the Fore River Shipyard in Quincy by a vote of 2,415 to 138.

* * * *

In September, former President J. William Belanger announced that he would not seek re-election at the Seventh Annual Convention of the Council. Shortly after his announcement, he was named by Governor Peabody as Director of the Massachusetts Division of Employment Security.

* * * *

At the Seventh Annual Convention of the Massachusetts State Labor Council, Salvatore Camelio was elected President, defeating Richard B. O'Keefe by nearly 25,000 votes. James P. Loughlin was re-elected for his third full term as Secretary-Treasurer. John A. Callahan, running unopposed for re-election as Executive Vice President, received a whopping vote of confidence totaling 177,127. Daniel E. Murray was elected to the post of Executive Vice President vacated by Richard B. O'Keefe.

Re-elected vice presidents were Vincent DiNunno, Thomas Rush, Edward McMahon, Joseph F. Sweeney, Joseph D. McLaughlin, Thomas Binnall, James B. Lavin, Joseph LaCasse, James McCarthy, Edward Wall, Edward Brunelle, Edward Doolan, James Murphy, Helen T. O'Donnell, Arthur Antil, Neil McKenzie, Anthony Accardi, John E. Deady, Alfred Olerio, Ralph A. Roberts, Eldridge W. Buffum and David McSweeney. New vice presidents elected were James F. Mulloney, Joseph A. Sullivan, Frank Anderson, Ralph Valentino, Rose Claffey, Joseph Stefanie and Joseph H. Hardiman.

* * * *

One of the highlights of the Convention was the appearance on the platform of Mrs. Joan Kennedy. "I have been sent by my husband to thank labor for its support and to tell you that he hopes to see you all next year," she told the delegates after the deafening ovation had subsided. The occasion was used to announce that the State Labor Council had authorized establishing a scholarship as a memorial to the late President John F. Kennedy.



LT. GOVERNOR FRANCIS X. BELLOTTI won the endorsement of the State Labor Council after his successful bid for the nomination in the state primary. He is shown here during a visit to Council's headquarters during campaign. In the picture are (left to right) John A. Callahan, Executive Vice President and Commissioner of Labor and Industries; Lt. Gov. Bellotti; Salvatore Camelio, newly-elected President of the State Labor Council; and James P. Loughlin, Secretary-Treasurer of the Council.



LABOR'S MAJOR ROLE IN PROMOTION OF HIGHER EDUCATION is impressively illustrated in the above picture. Four of the top winners in the Scholarship Program of the Massachusetts State Labor Council are shown here being congratulated during the Seventh Annual Convention of the Council by Director of Education and Research Francis E. Lavigne, who conducts the program for the Council. They are (left to right) third place winner Charles E. Chapman of Chelsea Senior High; second place winner Joan Thompson of Weymouth High, First Place Winner Patricia A. Petow of Cambridge High and Latin; and sixth place winner Paula Ellen Hyman of Girls' Latin School in Boston. The fourth and fifth place winners (not in the picture) were Anita R. Hucksem of Braintree High and Sandra M. Sobek of Lynn Classical High. Seventeen others throughout the state won awards ranging from \$100 to \$300. The two top winners, Patricia A. Petow and Joan Thompson, each received \$500 from the Massachusetts State Labor Council, supplemented by other awards from Typographical Union No. 13 of Boston, the South Middlesex C.L.U., and the Norfolk C.L.U.



SMILES OF VICTORY beam as information on the progress of the election is received by officials of the union outside plant gate. The NLRB election, conducted on October 2nd, saw the Industrial Union of Marine and Shipbuilding Workers win the right to bargain for the employees of General Dynamics at the Fore River Shipyard by a vote of 2,415 to 138. Left to right are Carroll Yasevitz, Vice President of Local 90; John F. Bonner, Secretary, B.A.C.C.; George E. McPherson, Executive Secretary, Local 5; Charles Sacchetti, Steward, Plate Yard; half hidden is Leo Farrenkopf, Warchouseman; Robert J. Kehoe (waving), G.E.B. member and Trustee, Local 5; John J. Grogan, national president of I.U.M.S.W.A. and Mayor of Hoboken, N.J.; half hidden is Robert Riley, Trustee of Local 90; Ronald Orcuit, President of Local 5, and Gene McCabe, N.E. Reg. Dir. of I.U.M.S.W.A.

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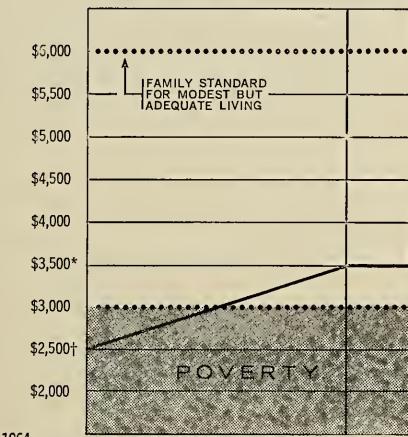
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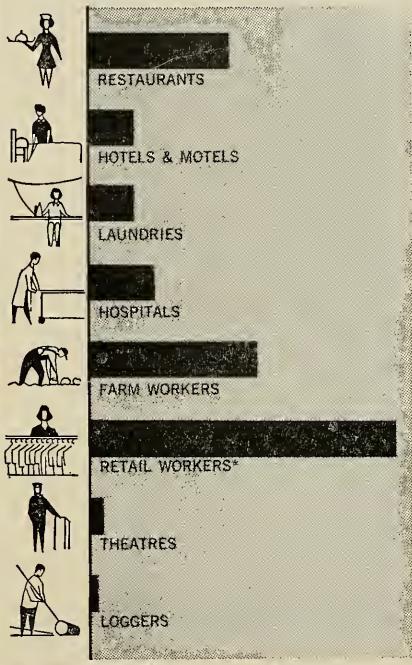
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*\$3,500 = \$2.00 PER HOUR AT 35-HOUR WEEK

†\$2,500 = \$1.25 PER HOUR

MODERNIZATION of the Fair Labor Standards Act is necessary if Pres. Johnson's war on poverty is to be meaningful, according to the AFL-CIO American Federationist. What a \$2 an hour minimum wage would do to raise standards is shown by chart above. Chart at right shows where some of the 15 million workers now unprotected by the act may be found. In addition to the \$2 minimum and extension of the act to more millions of low-paid workers, the AFL-CIO calls for doubletime instead of time and one-half for overtime and a 35-hour week.

**MILLIONS UNPROTECTED BY
FEDERAL WAGE-HOUR LAW**



MILLIONS OF WORKERS 1 2 3

*Not covered by 1961 extension of coverage to giant retail and department stores.

Source: Based on estimates of Wage-Hour and Public Contracts Divisions, U.S. Department of Labor.

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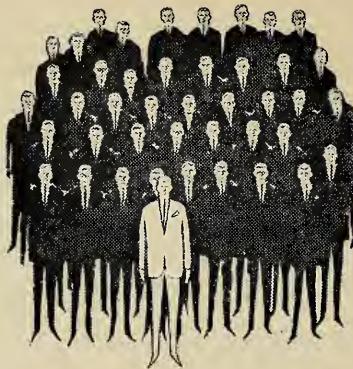
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